

Are we there yet?

As in all the best families, someone often asks if we've arrived yet, in this long journey towards LGBT equality. At risk of overstretching the metaphor, we've been to some wonderful places, hit quite a few potholes, taken the odd wrong turning, learnt a lot along the way and made a good deal of progress. But no – we are not there yet.

We have won many legal victories and social attitudes have shifted considerably. But workplace discrimination is still all too common and life chances restricted, just because of people's sexual orientation, gender identity or gender history. Read the following pages for some of the issues and our vision of what we want.

Also, our destination keeps moving. We may have thought that if only we could achieve decriminalisation/ equal age of consent/workplace protection/gender recognition/same sex marriage (delete according to your age), we'd have made it. But as you reach each summit, you see there is further to go.

For a number of years, the UK topped ILGA-Europe's annual index of European countries. Not in 2016. Now Malta proudly leads the way, with Belgium following and the UK trailing more than 6 points behind. The index ranks the 49 European countries based on how the laws

and policies of each country impact on the lives of LGBTI people.

It's not that UK laws and policies have worsened. It's that other countries have moved ahead. When the 2004 Gender Recognition Act was passed, it was ground-breaking. You only needed a diagnosis of gender dysphoria (amongst other requirements). You did not need surgery or other medical treatment. But now in Malta, Ireland, Argentina, Denmark and Colombia, legal gender recognition has been completely depathologised – taken out of the hands of the medical profession. It is now a process of self-declaration, making the UK model look out-dated, bureaucratic and undignified.

The other thing that affects our journey is the weather. We last checked the climate in 2013. Many readers of Out in UNISON completed the survey we commissioned NatCen Social Research to carry out for us, thanks to funding from UNISON's general political fund. We wanted to know

how LGBT people and services were faring after three years under the Tory-led coalition. The findings were not a surprise but made grim reading. LGBT people were worse off, specialist services were disappearing, LGBT equality was treated as a luxury for the good times and LGBT people were increasingly isolated, with nowhere to turn.

Now it's time to check again, and we thank the GPF for their continuing support. The survey is not just for LGBT people and not just for UNISON members. We want everyone who has witnessed the effect of public spending cuts on LGBT people and services to respond. It's an online survey, giving short written answers to six questions, which may take up to 30 minutes, depending on how much you have to say.

We ask you all to respond.

Find out more and make your submission at natcen.ac.uk/LGBTresearch.

Our members win again

Sometimes the pursuit of justice is a slow and twisting path. Previously in *Out in UNISON* (Issue 52, Spring 2014), we reported the double win at employment tribunal for two of our members, Gemma Tipple and Margaret Roe. Both of them had worked for Gainford Care Homes, Gemma as a care worker and Margaret as an area manager. When the business owners instructed Margaret to get rid of Gemma because she was a 'big butch dyke', Margaret refused. Late in 2013, Gemma won her claim of unfair dismissal and direct discrimination because of sexual orientation. Margaret, whose position became impossible after she stood up for Gemma, won a claim of unfair dismissal and victimisation.

So far so good. So why is the case in the news again? Because neither member has yet seen a penny of their compensation. During the tribunal, the business owner sought to intimidate Margaret, a witness in Gemma's case, so was barred from proceedings. He was seen on CCTV verbally threatening her, within the court building. Later the same day, his son drove at speed towards her in the car park of the tribunal as she stepped out onto a zebra crossing. This was also caught on CCTV and witnessed by a number of people, including a magistrate and a security officer.

Considering these incidents, the tribunal concluded that witness intimidation had taken place and that they amounted to "scandalous and unreasonable conduct". Gainford Homes, as respondent in the case, was barred from participating in proceedings any further and the case went ahead in their absence.

Gainford Homes appealed the decision, which was dismissed by the Employment Appeal Tribunal. Gainford Homes then appealed to the Court of Appeal. Permission to appeal was granted on very limited grounds – over the question of whether the tribunal failed to give adequate reasons for debarring the respondent from proceedings and/or the remedies stage of proceedings.

The Court of Appeal considered the case in April of this year and dismissed Gainford Homes' appeal. The view of the Court was that "there can be no real doubt about the reasons for the decision" to bar them from proceedings. Gainford Homes was ordered to pay the compensation owed to Gemma Tipple and Margaret Roe, which amounts to thousands of pounds.

Kate Ewing, UNISON legal officer who oversaw the case, said "This is a very shocking case which involved, fortunately rare, witness intimidation. It is testament to our members that they have persisted with their claims through the appeal stages, with the support of UNISON. Rather than face up to the consequences of their actions this employer has sought to avoid paying our members the compensation they are owed and put them through the stress and delays of appeals. It should not be forgotten that at the heart of all this were acts of discrimination and victimisation."

Speaking to *Out in UNISON*, Gemma said: "I'm glad it's nearly over and we've reached this final stage. They tried to say so many things about who I am and they lost on every point. It's five years since I was first dismissed. I've no regrets

but I'm ready to move on from it all now."

Margaret, who supported Gemma throughout, said: "I feel it's very important to stand up for anyone being treated badly at work. So long down the line, it's still unresolved, but I'd do it all over again, without any hesitation. We can't let discrimination like that go unchallenged."

Have you been discriminated against?

If you think you have been discriminated against at work because of your sexual orientation, gender identity or gender history, talk to your local rep. If you're not out in your branch or can't talk to your rep about what's happening, contact the regional officer for the LGBT group in your region. Details of local reps and regional LGBT contacts from UNISONDirect on 0800 0 857 857 .

Care first: Black LGBT young people in foster care

By Bev Miller, Sheffield UNISON and national LGBT committee

In January, Winston Dorsett and I ran a workshop at UNISON Black members conference on the needs of young Black LGBT people in care. This was a direct response to discussions at our Black LGBT network meeting a couple of years ago, which were then translated into successful motions to both Black members and LGBT members conferences.

We were keen to set the scene by finding out what the participants knew about the needs of Black young LGBT people in care. We then looked at a film of young Black LGBT people discussing their experience of being in care in the US. You can see the film on YouTube - 'Foster care's invisible youth'.

What we found out supported what we already knew – that there is a real need for services and resources that support the needs of Black LGBT young people in care.

Their experiences include:

- Isolation and feelings of despair
- High risk of suicide
- Being ostracised by family and friends
- The need for a safe space to meet other Black LGBT people
- Lack of staff who can provide information and support

- Lack of foster carers trained to deal with the needs of Black LGBT young people
- Particularly acute lack of knowledge around transgender issues and how to support young trans people.

The workshop was well received but what concerns us is the gap in services. This can have a devastating impact on Black LGBT young people in care who are already vulnerable and often isolated in placements that do not understand their needs.

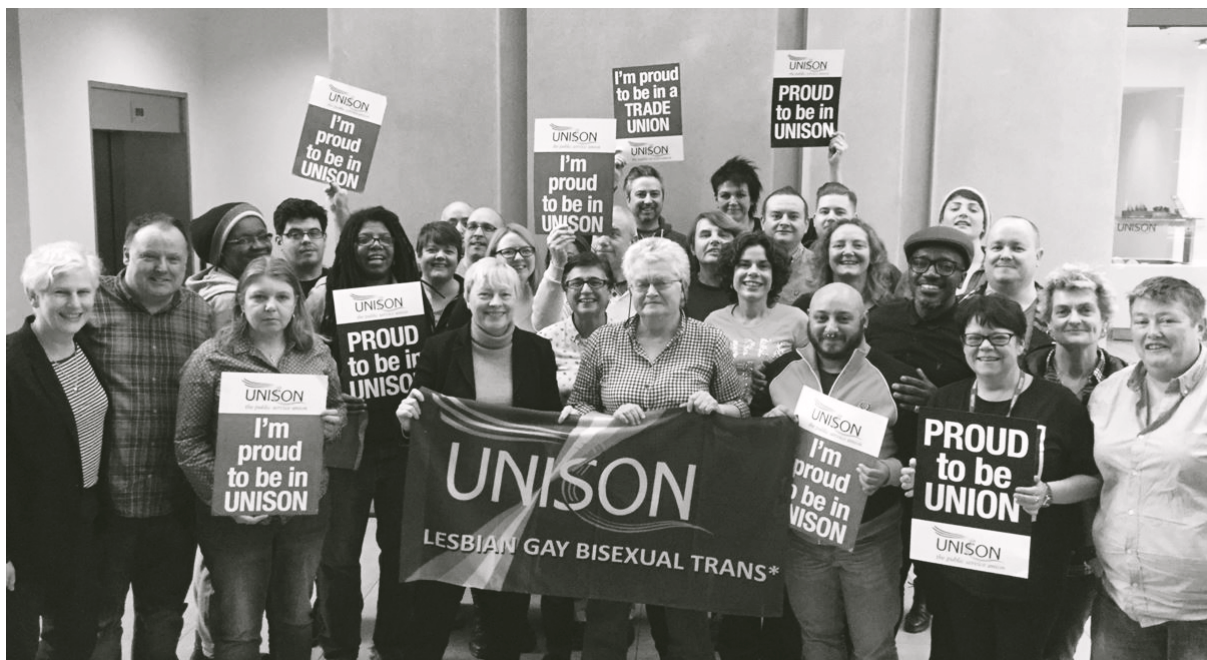
We will work in UNISON to address this – we propose similar workshops to improve knowledge and encourage Black LGBT and other members to consider becoming foster carers to young Black LGBT people. We ask that members share information and raise awareness of these issues.

What can be a distressing, confusing and isolating experience in care can be made into a positive journey simply by accepting and being supportive to young Black LGBT people. It is so important for them to know that they are not being judged - that there is a genuine wish from the foster carers to be there for the young person, with an open mind. Providing a home that is a sanctuary where they can freely express who they are, can massively increase self-esteem and create a positive sense of identity.

This year's network meeting for Black LGBT members is at the UNISON Centre in London on 17 September. All Black LGBT members welcome! Travel costs paid nationally. Find out more from out@unison.co.uk.

Could you be a carer? Albert Kennedy Trust, which supports young LGBT people who are made homeless or living in a hostile environment, are always looking for carers and other volunteers. They are particularly keen to recruit Black carers, as well as female, trans and disabled carers. Find out more at akt.org.uk.

Our vision for LGBT equality



As social attitudes are changing, some people think the fight for LGBT equality is over. The evidence says otherwise. There are many examples.

LGBT people still:

- face bullying at school and harassment and discrimination at work
- fear being open with employers and service providers, such as GPs
- face everything from name-calling to violence when out in public
- have higher levels of homelessness and other housing problems, particularly young LGBT people
- find health services fail to meet their needs, particularly for trans people

- are disproportionately affected by mental health issues
- are under-represented in public life, particularly LGB women and trans people

- are subjected to degrading treatment when seeking asylum in the UK.

As Tory public funding cuts bite ever deeper, specialist LGBT services are disappearing, along with the jobs for those providing them. Our members report that equality is often viewed as a luxury for the good time.

In UNISON, we work for:

LGBT equality in education

- Education free from homophobia, biphobia and transphobia
- Education fully inclusive of LGBT people and issues

- Compulsory sex and relationship education in schools, inclusive of LGBT issues.

Equality for young LGBT people

- All services for young people to acknowledge and meet LGBT needs
- Adequate funding of specialist LGBT youth services, child and adolescent mental health services, LGBT housing services, noting that young LGBT people are particularly vulnerable to mental health and housing issues.

LGBT equality at work

- Visibility and dignity at work for all under the LGBT umbrella
- Increased awareness of LGBT workers rights

- Sexual orientation equality to explicitly include bisexual equality in policy and practice
- Broader Equality Act protection for trans workers
- Full pensions equality for surviving same sex partners and for trans women
- LGBT equality written into equality objectives and equality action plans.

LGBT health equality

- An end to the LGBT health penalty which sees LGBT people at higher risk of physical and mental health issues
- Effective action to reverse the increase in sexually transmitted infection (STI) and HIV rates among men who have sex with men
- Proper investment in public health initiatives targeted at LGBT people
- Early implementation of the Parliamentary Trans Equality Inquiry recommendation of 'a root and branch review' of NHS services for trans people, both gender identity services and general services
- A review of treatment protocols for gender identity services; funding and other essential steps taken to reduce waiting times.

LGBT equality across all public services

- All public services to meet the needs of the diversity of LGBT people

- Adequate funding for specialist LGBT public services, across the UK
- Safe, secure, decent and affordable housing for LGBT people and improved LGBT housing support services
- Effective programmes to encourage hate crime reporting
- Specialist and mainstream domestic abuse services for LGBT people.

LGBT equality under the law

- A review of all UK legislation relating to trans people, including the Gender Recognition Act 2004 and the Equality Act 2010
- An end to a medicalised approach to gender recognition in the law, replaced with the principle of gender self-declaration
- An end to 'spousal veto' on gender recognition
- The protected characteristic for trans people in the Equality Act to be changed from 'gender reassignment' to 'gender identity'
- People with a gender recognition certificate should not be subject to Equality Act exemptions from protection or application of genuine occupational requirement/single sex services provisions
- Legal recognition of those with a gender identity outside the binary of exclusively female or male
- Marriage equality in Northern Ireland

- Strengthened legislation on homophobic, biphobic and transphobic hate crime, equalising protection
- Equality, dignity and justice for LGBT people fleeing persecution and seeking asylum in the UK.

LGBT equality in public life

- Openly LGBT people elected as representatives in Westminster, devolved parliaments/assemblies and regional and local authorities
- LGBT politicians reflecting the diversity of LGBT people
- LGBT role models across public services
- Diverse, representative, realistic and positive portrayals of LGBT people, particularly trans people.

Equality for all within the diverse LGBT community

- An end to discrimination within the LGBT community, including biphobia, transphobia, sexism, racism and disablism
- A vibrant LGBT community – including pride events – accessible to all.

Equality for older LGBT people

- Home-care and residential care for older LGBT people that acknowledges their identities and meets their needs – nobody should be forced back into the closet in their later years.

This is not all we want but it summarises our vision. Let us have your thoughts – email out@unison.co.uk.

Out in UNISON

pass notes

Name: facility time

AKA: time off for trade union duties and activities

Age: been around as long as we can remember

Health check: had a tough time recently but has pulled through.

So what exactly is facility time?

It's time off from a union rep's paid job, agreed by the employer, for them to carry out their trade union role.

How much time is allowed? How long's a piece of string? It varies from full-time secondment to a one-off arrangement for a few hours.

Can employers refuse to play ball? Where the union's recognised by the employer, workplace reps are legally entitled to paid time off for trade union duties and union training.

That sounds good. Is there a catch? As with many tales of working folk, all is well with good employers. They share our inclusive understanding of the scope of union duties and activities. It's the others where problems arise. Trade union duties relate to collective bargaining, individual representation, meetings with management and keeping members informed.

Who could object to that? The so-called Tax Payers Alliance, for one. They're always kicking off about it, saying it's tax payers funding trade unions.

Oh yes, that rings a bell. Didn't that come up in the trade union bill? It most certainly did. The Tories wanted to limit the amount of money public bodies could spend on facility time. A lot of public employers revolted, supporting the unions and saying that current arrangements work really well. The House of Lords voted to kick out the cap, though the Tories got the final say in the Commons.

What happened in the end? Definitely a bit of victory for us. The government does have the power to introduce a cap, but it's a reserve power, not something that will happen automatically. And there are all sorts of conditions and tests before the power can be used.

That's good. So can I get paid time off for LGBT conference? Quite a lot of our UNISON meetings are considered to be trade union activities, not duties. The legal entitlement to facility time is only for trade union duties and training.

Quoi? I know. It can be hard to get your head around. Some LGBT meetings are very clearly trade union duties, such as consulting on a revised LGBT equality policy. LGBT conference is more of a grey area. It's really all down to local

negotiation. Your branch can argue that conference's got a strong training element. And we always aim to negotiate for more than the legal minimum. But a lot of members do take annual or unpaid leave for our conference.

What if UNISON's not recognised by my employer? Legal facility time rights are dependent on union recognition so that's very important. But all is not lost if you haven't got recognition yet. The branch can still negotiate facility time, but relying on arguments about the benefits of partnership working rather than legal rights.

Is there a killer argument? This is where size really does matter. If there's only a few UNISON members, the employer can easily ignore you. The more members, the stronger your case for time to represent them. So get recruiting.

Where can I find out more? There's lots of information on the UNISON website – just search for 'Facility time'. There's guidance for branches that you can download from the online catalogue, stock no 3084.

UNISON remain



The EU referendum on 23 June gives us all the chance to decide whether to remain part of the European Union (EU). UNISON's talked to our members and weighed up the arguments on both sides. We know the EU isn't perfect but leaving would have a hugely detrimental impact upon rights at work, jobs, living standards and public services.

The LGBT group was fully involved in the decision that UNISON will campaign for Britain to remain in the EU, and rebuild it for the benefit of working people.

Rights at work - The regulations UNISON relies on to protect members at work are enshrined in EU law and upheld by the European Court of Justice (ECJ). Leaving would mean that hard won rights like paid holiday, fair working hours, equal rights for part-time workers and maternity and paternity leave would no longer be guaranteed.

The ECJ was also the court that made the landmark judgement in favour of a British woman dismissed because she had undergone gender reassignment. This case established trans rights at work – against UK government arguments at the time.

It was also because of the EU that we have sexual orientation protection. The UK government introduced our domestic law at the last possible time before an EU directive deadline. Even then, we had to challenge the UK government's implementation of the directive, going to court to clarify that exemptions for religious organisations only apply to a very narrow range of jobs.

Remaining part of the EU will be essential to protect these rights. Cameron's government have already sought to chip away at our rights and our access to justice, calling them red tape and a burden on business. UNISON will continue to work in the EU to strengthen working people in the workplace.

Protecting your standard of living

– Leaving the EU would put working people's standard of living at risk by creating economic uncertainty. This risks investment in jobs and damages consumer confidence. It also makes the pound vulnerable, which can push up prices and interest rates.

Protecting public services – We all see every day how a weaker economy leads to cuts in public spending on everything including the NHS, local services, policing and education. The UK public can't afford to risk any more cuts especially as our public services are already under increasing pressure.

Find out more and sign up for campaign updates at unison.org.uk/EUvote

Out in UNISON meets Sky Yarlett

Tell us about your work and when you joined UNISON

I work at Imperial College. I'm the representation and campaigns coordinator within the students' union. My job is to engage students and help them make change – whether that's in the lecture halls or more widely in society. I've been a UNISON member for about a year now.

How did you get involved with UNISON?

I'd been involved with my own students' union when studying, and been involved with the National Union of Students. When I started at Imperial it seemed like a good idea to join the union – so I signed up online and got in touch with the local organiser. My passion is LGBT rights – and since watching the film *Pride* it reminded me how important and interlinked the LGBT and trade union movements are and encouraged me.

Why did you decide to get more involved?

I had been following the news of the Trade Union Bill and becoming more worried with each iteration. But in the end it was a friend who is the Greater London LGBT convener who gave me a nudge to get me to go beyond just paying monthly and to get more involved. They encouraged me to contact my local branch and then to go to UNISON's LGBT conference. That weekend really motivated me to be more involved.

Where did it go from there?

I was elected to represent LGBT members at UNISON's higher education conference in February. It was a bit scary at first talking about LGBT issues to a non-LGBT audience but really positive and supportive. It is good to know the whole union is working to make life better for LGBT people.

What would you say to someone who wasn't sure about becoming active in their union?

It's one thing to join the union and pay every month, but getting involved locally and nationally within UNISON is really empowering! If you are active you not only will make your working life better, but will encourage others to join the union and become involved.

There is a growing awareness of non binary identities. How should we respond as an LGBT group?

We need to be able to support non-binary people in the workplace. We are in the process of learning. It's on the agenda!

Any final words of wisdom?

I would encourage branches to try and engage young people. If it seems like there aren't young people in the workplace – then encourage the employer to look at the roles and employment practices. Young people will often be at the beginning of their career and feel unable to challenge exploitative practices. In order to survive and thrive, trade unions need young people, and young people need trade unions.



UNISON LGBT Conference

This year's conference takes place in Llandudno, North Wales on 18 – 20 November. If you haven't been before, we fully recommend it! Don't believe us? See what some members said about last year's conference below.

Any lesbian, gay, bisexual or transgender member can apply to their branch to attend. Each branch decides how many delegates they send but all branches are encouraged to send at least one member. If your branch hasn't sent anyone before, all the more reason for them to be represented this year.

The conference bulletin is online now at unison.org.uk/about/events/lgbt-conference-2016. Registration is open until 23 September.

The bulletin has lots of information, including on booking accommodation, expenses, who pays, what facilities are available and how your children can be looked after. There is also information on how to register if you aren't out in your branch.

If the bulletin doesn't answer your question, please contact out@unison.co.uk and we'll get back to you.

Looking forward to seeing you in Llandudno!

From the 2015 conference feedback forms:

As a first timer, I loved the conference

Learnt things to take back to my branch

My batteries are recharged ready to fight the fight

It gets better each year

The best bit? Feeling understood

Very worthwhile

I came as an anonymous delegate; I felt supported and accepted

Retired member delegates attending 2016 UNISON LGBT conference

By Colin Derrig, UNISON retired members officer

UNISON rule D 6.8 allows for the national retired members' organisation to send two representatives to each of the national self-organised group conferences.

Currently, the national retired members' committee on behalf of the national retired members' organisation is seeking two representatives to attend the 2016 UNISON LGBT Conference being held in Llandudno from 18 – 20 November. Travel costs, expenses and accommodation will be met from national funds.

LGBT retired members interested in attending are asked to submit a supporting statement of not more than 200 words by email to c.derrig@unison.co.uk or by post to Colin Derrig, National Retired Members' Officer, MPU, UNISON Centre, 130 Euston Road, London NW1 2AY by Tuesday 26 July 2016.

The statements will be considered by the national retired members' committee at its meeting on Tuesday 9 August and the representatives attending 2016 UNISON LGBT conference informed as soon as possible after that date.

Did you know?

Important but less well known info for LGBT members

UNISON won key concessions on the Trade Union Act

The government finally agreed that unions in the public sector could continue to use check-off to collect subs from their members. Ministers also backed away from imposing a cap on union facility time across the UK's public services, having originally proposed to introduce this within six months of the Bill becoming law. Changes to unions' political funds will now only apply to new members and unions are to be given more time to make the necessary changes. Dave Prentis, our general secretary said: 'Without these significant changes, unions representing working people across the UK would have found it hard to continue doing what they do best – speaking up for those being treated badly at work and campaigning for a fairer society. Of course we'd rather the Bill had never existed, and there is much that is still wrong with it. Even with these amendments it still places unnecessary burdens on working people and their unions.' Find out more at unison.org.uk/our-campaigns/trade-union-bill-2015

Equal marriage is still awaited in Northern Ireland

With same sex marriage now law in Jersey and Guernsey and on the cusp of Royal Assent in the Isle of Man, Northern Ireland is now the only place in the UK where same sex couples may not marry. UNISON Northern Ireland is part of the campaign for change – see loveequalityni.org.



More young members attend LGBT conference ...

...than any other UNISON conference apart from national young members weekend. That doesn't mean we don't want more though! Young members and low-paid members are particularly welcome at our conference. Speak to your branch now to find out more. Not out in your branch? Speak to your regional LGBT contact – details at unison.org.uk/out or from UNISONdirect on 0800 0 857 857.

There is support available for disabled workers

If you have a disability or long term physical or mental health condition, Access to Work (AtW) can provide practical and financial support to help you overcome barriers to starting or keeping a job. Your employer may have to meet some of the cost of adjustments, such as providing a support worker or BSL interpreter, specialist equipment, or assistance with travel within work/to work.

Due to a lack of understanding about the scheme, AtW is only helping a minority of people it could benefit. The government's proposed cuts to AtW may make it harder to access funding in the future. Disabled people want to work and yet the support they need to be in work is under threat. For more information on the scheme and on UNISON's work to defend it contact disabilityissues@unison.co.uk.

The Foreign Secretary has been criticised for refusing to fly the Rainbow Flag

The All Party Parliamentary Group on Global LGBT Rights, which is supported by more than 100 MPs and peers across the political parties, has called for greater strategic co-ordination across government, more practical support and funding for LGBT groups on the ground and better protection for LGBT people fleeing persecution. They have joined the Foreign Affairs Select Committee in saying there is a clear perception that the Foreign Office's human rights work has been deprioritised. They have criticised the Foreign Secretary, Philip Hammond, for refusing to fly the Rainbow Flag on embassies during Pride events and IDAHOBIT celebrations.

How LGBT asylum claims are decided

We hear horror stories of the appalling treatment of LGBT people seeking asylum in the UK. They flee persecution and risk of death in their home country, either persecuted directly by the state or their persecution condoned by the state. They make it to the UK, which has a global reputation as a safe haven for LGBT people. They then face detention, humiliation, degrading treatment, disbelief and deportation. And that has been the story for far too many people. But there is progress on government policy and on training of border agency staff and immigration judges, much of it due to the work of the UK Lesbian and Gay Immigration Group. 'Sexual identity' claims should be considered in line with a Home Office asylum instruction, issued last year. There is also government guidance on gender identity claims, but this has not been updated since 2011. More about UKLGIG's work at uklgig.org.uk

UNISON has a welfare charity called There for You

UNISON members face many pressures in their lives affecting both home and work. UNISON welfare charity There for You offers a unique confidential advice and support service just for members of UNISON and their dependants. Whether it's just a chat and a listening ear, advice or more concrete help you're seeking, they may be able to help you. They provide:

- financial assistance
- debt advice
- wellbeing breaks
- support and information.

Ring 020 7121 5620 or visit unison.org.uk/thereforyou to find out more.

The government is delaying its response to the Trans Equality Inquiry

The House of Commons Inquiry into trans equality had called for the government to agree a cross-government strategy on trans equality within six months. The government announced in early May that 'there will be a delay in publishing the Government's response'. Details of the recommendations were included in the last issue of *Out in UNISON*. They include significant changes to the legislative framework around gender recognition, a root and branch review of NHS services and significant reforms to other public service processes.

UNISON's Asha Wolfe-Robinson is on the cover of the new issue of Bi Community News

Asha is one of the Eastern region reps on the national LGBT committee, branch secretary for St Albans local government UNISON, one of UNISON's reps on the TUC LGBT committee and a founder member of Bi's of Colour. Yes – she is busy! You can subscribe to Bi Community News at bicomcommunitynews.co.uk



Join us at the disabled LGBT members network meeting

By Neil Smyth, Blackpool UNISON and national LGBT committee

This year the disabled LGBT members network day takes place on the 16th September in London, starting at 11am and running through till 4pm.

This is your chance to propose and influence our disabled members caucus motions and amendments to the national LGBT conference, hear about the work of our reps to the national LGBT committee and other bodies, and discuss other issues.

All UNISON members who identify as disabled and LGBT are welcome and we encourage you to attend. Last year was the first time I attended the network day and I was made welcome from the outset. We're a friendly bunch so come along, get involved and help to make a difference. Remember, many of our most active reps started out attending this caucus and many still do, so it's a great way to learn and gain from their experiences.

Travel costs are met nationally. Contact out@unison.co.uk for further details.

The 2016 ILGA maps were out of date straight away

Every year for IDAHO BiT, ILGA produces world maps showing where sexual orientation is criminalised and where it is protected. ILGA is an LGBTI organisation, but the world maps only show laws on sexual orientation. To produce a map on LGB AND trans laws would be impossibly complex (never mind trying to include intersex issues), because the picture is often very different. For example, Belgium is second best in Europe on LGB rights but way down the index of trans rights produced by Transgender Europe. This year, the very day the world maps showing where homosexuality is criminalised were published, the parliament in the Seychelles voted for decriminalisation. That's the sort of out of date we like!

The global ILGA LGB maps are at ilga.org
More detailed info on Europe is at rainbow-europe.org
Map and index of trans rights at tgeu.org

How are you doing?

We want to know how LGBT people and services are affected by public spending cuts.

UNISON has commissioned NatCen Social Research to investigate.

Please fill in the online survey at www.natcen.ac.uk/LGBTresearch

There are six questions. How long it takes depends on how much you have to say!

We want to hear from UNISON members and non-UNISON people, from LGBT people and from non-LGBT people who provide services.

The findings will update similar research we did in 2013.

We'll use them to inform our campaigning.

Funded by UNISON's general political fund.



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- advice, support and help at work
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£2,001 - £5,000	£3.50
£5,001 - £8,000	£5.30
£8,001 - £11,000	£6.60
£11,001 - £14,000	£7.85
£14,001 - £17,000	£9.70
£17,001 - £20,000	£11.50
£20,001 - £25,000	£14.00
£25,001 - £30,000	£17.25
£30,001 - £35,000	£20.30
over £35,000	£22.50



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